IMPACT OF EMPLOYEE EMPOWERMENT ON ORGANISATIONAL PERFORMANCE AND JOB SATISFACTION

SYNOPSIS OF THE THESIS

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DECLERATION

I hereby declare that the dissertation synopsis entitle " Impact of employee empowerment on organizational performance and Job satisfaction" to be submitted for the partial fulfillment of the Degree of the Doctor of Philosophy is my original work dissertation has not formed the basis for the award of any degree, diploma of fellowship of similar other titles. It has not been submitted to any other university/ institution for the award of any degree or diploma.

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1. INTRODUCTION

Empowerment is a set of measures designed to increase the degree of autonomy and self-determination in people and in communities in order to enable them to represent their interests in a responsible and self-determined way, acting on their own authority from better control (on hand, 1993). Employee empowerment is described as giving the energy to employees to make choices. Its miles a shape of freedom wherein employee takes decisions to make sure maximum satisfaction to clients. Empowerment is the initial, fundamental and an amazing component for fulfillment of fulfillment and increase for any commercial enterprise and enhances the productiveness. Employees and purchaser satisfaction is, consequently, effected with the aid of empowerment the usage of it as a tool thru which businesses desires could be obtained. Employees are the property of an employer (Davidson, 2004) and may make or damage the organization; notably inspired employees supply the unexpected output whilst a personnel with low motivation degree can drag the agency increase downwards (Deal, 2005). Lawler & Mohram (1989) defined the worker involvement because it a proper procedure to compete the functionality of worker for reinforcing their commitment and achievement of boom and achievement of company.

Managing the personnel is the one of the hard responsibilities for the managers. A trouble seems when a corporation on parallel strains begin work on imparting personnel empowerment in addition to enforcing numerous strategies to improve overall performance. In this phenomenon, attempt is to keep a required degree of performance from employees whilst having believe on them via giving empowerment for betterment of the business enterprise. This show of trust via empowerment for success of overall performance is, consequently, a crucial component in service industry. Lack of dedication on a part of employees and frequent adjustments in obligations by way of agency without willingness are limitations to worker empowerment.

Spice and Gilbert (1991) counseled the managers to provide the authority to workers in making choices for max utilization of human capital. Dobbs (1993) stated that empowerment complements the overall performance of employees and improves the work surroundings of the agencies. Being concerned, respectful conduct and

encouraging the personnel improve the quality and interest of the workers in process. Many managers have been found unsuccessful in developing empowerment by way of creating direct reporting channel otherwise if the employees are empowered with a commonplace imaginative and prescient, it ensures the movement of all worried for identical reason. Selling company values inside the agency in real experience of implementation is an effective and practical mode for achievement performance. In context, it's miles vital to have a look at that to which extent employee empowerment results in job pride of employees which results in higher overall performance of employees and organization. The cause of this take a look at is to determine the relationship between worker empowerment and activity pleasure, motivation

For any organization to achieve their goal and objectives they must constantly adjust to their environment. In an increasingly competitive world and changing business, organizations' need effective strategies to manage business.

Employee's recognition refers to the "employee Identity". Acknowledgement of contribution and participation" further employee's moral support". Employee's identity leads to the efforts and dedication to work environment .employees contributory participation to be acknowledged by the management "Appreciation!!! Compensation backup for acknowledging morals supports to employee involvement. Knee interest for organization success will be rewarded.

Employee motivation refers has as "loyalty" committed behavior and affiliation. The impact of employee empowerment an organization performance leads to organization growth and development which ensure the moderating effect on the employee recognition and motivation on this relationship between empowerment and organizational performance. Employee empowerment is key indication to foster the organization performance.

Ripley & Ripley (1992) and Spatz (2000) stated that empowerment can beautify the duties in addition to motivation of personnel in their routine work, improve delight level, fine of services, employees loyalty and productiveness by means of giving them self-admire that worth plenty and in the long run increases the productivity and excellent of products and decreases the employee turnover. The 2 awards had been

given to the software organizations, one became Exceeding patron expectations and 2nd changed into Motivating and retaining employees for the purpose that the companies had happy and empowered personnel (high-quality of the fine, 1999). The restaurant enterprise ought to get the benefit with the aid of giving the empowerment to employees as his on the spot decisions on customer troubles enhance the pleasure of employees and store the time in the shape of waiting choices shape the top control (Potochny, 1998)

It is able to be regarded as a hard and fast of managerial practices aimed at increasing a worker's autonomy and responsibilities thereby allowing them to discharge their task or tasks greater efficiently and correctly. Empowerment can also be regarded as a character's method to proactive paintings orientation, thereby increasing the worker's overall performance and performance. Worker empowerment activities like self-managed teams, overall best control, and high-quality manage circles are carried out with the objective of growing worker productiveness and innovation (Lawler, 1992).

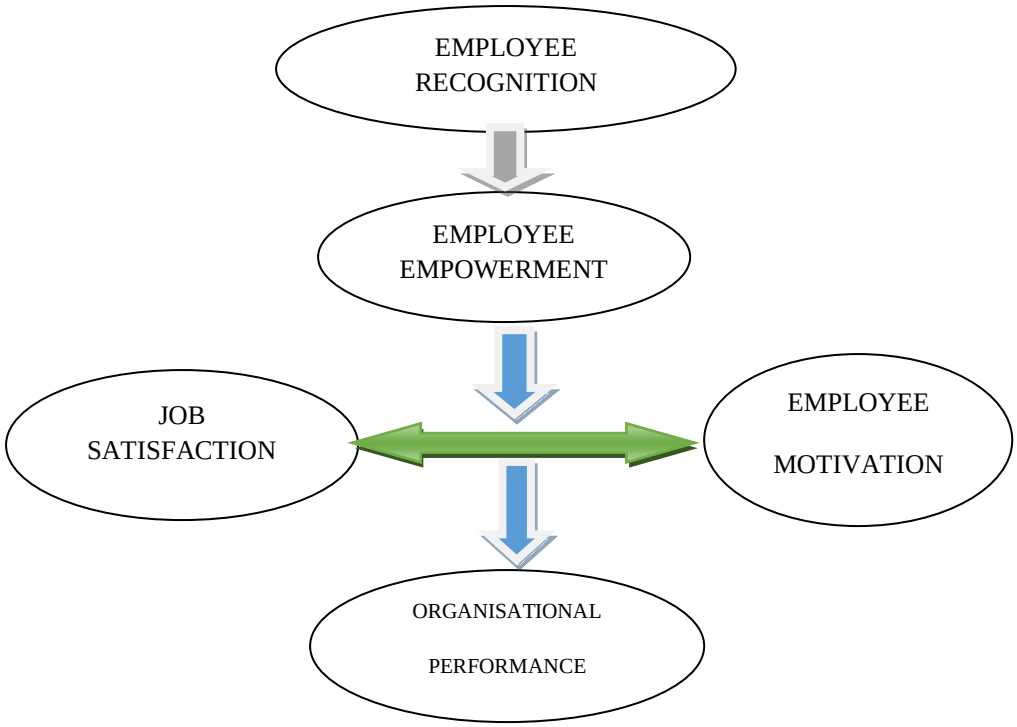
Authors and researchers along with Kanter (1977), Block (1987), Sullivan (1994), Vogt and Murrell (1990) and Menon (1995) viewed empowerment from the angle of the leader's and managers role in empowering employees. Which means that managers undertake the management fashion of training to help personnel clear up troubles and empower them through delegation and offering range for choice making.

Foster-Fisherman and Keys (1995), Thomas and Velthouse (1985) and Conger and Kanungo (1988) checked out empowerment from the man or woman perspective. The man or woman perspective refers to the capability of individual to steer his very own behavior or having "self-empowerment".

Landes (1994), Sims (1986), Rothstein (1995) and Gorden (1995) see collaboration and teamwork as a form of empowerment even as Gilbert (1993), Westphal, J D (1997) and Ward (1993) determined it important to change the procedures of work inside an enterprise to gain worker empowerment.

Towards those multi-dimensional views on empowerment, maximum of the empowerment literature reviewed concludes that an empowered team of workers will lead their business enterprise to reaching a competitive advantage. In different phrases, there may be an effective courting among empowerment and performance

Figure: "Impact of Empowerment on organization performance, Motivation and job satisfaction"



IMPORTANCE AND BENEFITS OF EMPLOYEE EMPOWERMENT

- Empowered Employees tend to be more productive, motivated and satisfied at their work place.
- Empowered employees feels recognized and motivated while involved in decisions making
- Employee empowerment can take on many forms. In the workplace, it means that employees care about their customers and co-workers, senior's, peers and subordinates. They will actively strive to make the business a better place.
- Employees can help you make the technical changes and utilise the available resources to save your money.
- Suggestions asked from employees and put systems in place to enhance the productivity and will helps bottom line.
- Helps to reduce overtime and employees who get more done in less time and will helps to achieve the organisational goal and make business more profitable.

INFLUANCING FACTORSOF THE EMPLOYEE EMPOWERMENT

- Participative Management
- Leadership
- Performance based management systems
- Job enrichment
- Employee participation
- Team work spirits
- Provide role information
- Training to the employees for enhance their skill , knowledge , and expertise
- Inspire individual initiatives

EMPLOYEE EMPOWERMENT AND EMPLOYEE PERFORMANCE

Business enterprise want to control and enhance the performance of their employees as the electricity or the potential to provide the proper impact, efficacy of an employee is better by using empowerment, doubtlessly. The choice is focused on the pinnacle hampers flexibility and timely actions at the decrease stages however pushing down the selection making lower labels can also increase the conflicts and chaos, such decisions and dissemble loss of not unusual cause. Therefore to eliminate such hazards, the selections of the selections or to push upwards need to be left at the worker's prudence. To increase the prudence of the employee alternatively, company must develop its personnel need to create an organization lifestyle and the weather that could offer the worker with proper to decide or to push of up to hierarchy.

Job satisfactions an emotional state resulting from experiences an employee has at work. Such types of satisfaction levels can occur along three threads:

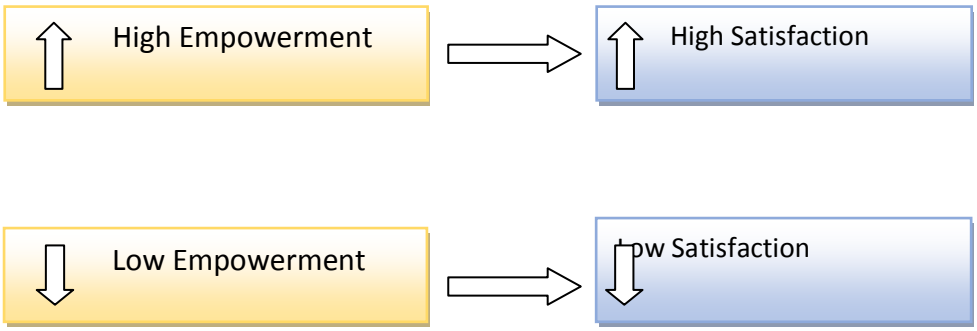
(a) Emotional responses to the work environment,
(b) The relationship between expectations and reality, and
(c) Satisfaction with compensation. A relationship among psychological empowerment and job satisfaction was determined in previous studies.

Different factors, including character, have an impact on task pleasure. If a person became commonly content, he became greater willing to be happy at paintings. Motowidlo (1996) argued there have been three factors that might describe a huge percentage of process pleasure: (a) the instant work environment,

(b) The social surroundings, and (c) the organizational surroundings. The feelings involved in activity satisfaction can migrate into extra lasting feelings, which can affect the choice of an employee to remain or depart the corporation.

Figure: Relationship between employee empowerment and its Performance model:

Empowerment Job satisfaction



Hoppock described task satisfaction as any combination of psychological, physiological and environmental occasions that motive a person certainly to mention I'm satisfied with my activity (Hoppock, 1935). In step with this approach although job pride is below the effect of many external elements, it stays something internal that has to do with the manner how the employee feels. This is activity pride gives a hard and fast of things that cause a sense of delight.

Vroom in his definition on activity pride specializes in the function of the employee inside the place of business. Consequently he defines activity satisfaction as affective orientations at the part of individuals closer to work roles which they are currently occupying (Vroom, 1964).

One of the most often cited definitions on task pleasure is the one given by way of Spector consistent with whom process delight has to do with the manner how humans experience approximately their task and its numerous factors. It has to do with the volume to which human beings like or dislike their task. That's why job pride and process dissatisfaction can seem in any given work situation. Process pleasure represents a combination of tremendous or negative emotions that employees have closer to their work. In the meantime, when a worker hired in Enterprise Company,

brings with it the wishes, dreams and reports which determinates expectations that he has disregarded. Job delight represents the extent to which expectations are and suit the actual awards. Process satisfaction is intently related to that individual's behavior inside the paintings location (Davis et al.,1985).

Activity satisfaction is an employee's experience of success and fulfillment on the task. It's far typically perceived to be directly linked to productiveness as well as to non-public well-being. Task pleasure implies doing a job one enjoys, doing it well and being rewarded for one's efforts. Task pride further implies enthusiasm and happiness with one's work. Task pride is the key component that ends in reputation, earnings, merchandising, and the success of other dreams that cause a sense of success (Kaliski, 2007).

Job delight can be described also as the extent to which a worker is content with the rewards he or she receives out of his or her job, especially in phrases of intrinsic motivation (Statt, 2004).

The time period job satisfactions refers back to the attitude and feelings human beings have approximately their paintings. Fantastic and favorable attitudes toward the activity suggest activity satisfaction. Poor and unfavorable attitudes in the direction of the task indicate job dissatisfaction (Armstrong, 2006).

Task pleasure is the collection of feeling and ideals that people have approximately their modern-day activity. People's tiers of degrees of job pleasure can range from intense pride to excessive dissatisfaction. Further to having attitudes approximately their jobs as a whole. People also can have attitudes about numerous aspects in their jobs together with the sort of paintings they do, their coworkers, supervisors or subordinates and their pay (George et al., 2008).

Process delight is a complex and multifaceted idea which can mean various things to one of a kind human beings. Process pleasure is commonly related with motivation, but the nature of this relationship isn't always clear. Satisfaction isn't similar to motivation. Job pleasure is greater of an attitude, an inner country. It is able to, as an example, be associated with a personal feeling of achievement, either quantitative or qualitative (Mullins, 2005).

Instruments of Empowerment

Petter et al. (2002) has analyzed about the seven types of amplitude of employee empowerment which are power, information, knowledge and skills, decision making and leadership, autonomy, responsibility, and creativity and initiatives.

Empowerment means = Knowledge × Rewards x Power x information

Power	Information	Knowledge	Rewards
Autonomy	Feedback or outcome	Training	Compensation and benefits
Authority	Defining Role	Guidance and Counseling	Career goal setting
Delegation and Responsibility	Motivation	Performance Appraisal	Job Enrichment

(Source: Demirci & Erbas, 2010)

A quite numbers of researches were done toanalyses the relationship between employee empowerment and organizational commitment.

In 2002, Heather K. Spence Laschinger and Judith Shamian has conducted a research study under the title of "The impact of workplace empowerment, organizational trust on staff nurses' work satisfaction and organizational commitment". This study was done

on a random sample of 412 Canadian staff nurses which concluded that empowered Employees experienced greater commitment towards their organizations. In 2004, another study was done by One Janssen on a sample of 91 secondary school teachers in the Netherlands titled "The barrier effect of conflict with superiors in the relationship between employee's empowerment and organizations commitment." The conducted Pearson Correlations and multiple regression analyses confirmed that teachers with higher authority rankings are expected to be more committed than those with lower authority.

1.2 FUTURE SCOPE OF EMPLOYEE EMPOWERMENT

The future of defining employee empowerment is one where the employees i.e staff Executives, supervisors and managers and their employer share a belief that purpose at work place and recognition, appreciation, empowerment in professional as well as personal life is important. In future, work can even start to provide us with energy to use on personal matters instead of depleting it. Conceptualizing employee empowerment in terms of energy opens up the opportunity to have a source of intrinsic motivation and job satisfaction of employees that you have control over, instead of a fixed source like time.

2. LITERATURE REVIEW

Karakoc N. (2009): Employee Empowerment and Differentiation in Companies. The author has conducted a study on employee empowerment and differentiation in companies. The study indicates that employee empowerment plays an important role both in customer and employee satisfaction. The study has determined various contributions of employee empowerment like creativity, motivation, appreciation, and recognition and job satisfaction.

Markos, S., & Sri Devi, M. S. (2010) Worker empowerment employee engagement, employee dedication, and Organizational Citizenship conduct and job pride. The writer has highlighted various aspects of human resource development with particular reference to employee Engagement in an organization. He feels that it's far very vital to address these aspects of human useful resource failing which the employees will fail in absolutely accomplishing their respective jobs which ends up in mismanagement and poor performance of the organization.

Sarbapriya Ray, Ishita Aditya Ray (2011): Human Resource Management Practices and Its Effect on Employees' Job Satisfaction. The author discusses human resource practices and its effect on employees 'job satisfaction in iron and steel firms in India. It has been examined that factors like performance appraisal, employee involvement in decision making, empowerment, training and development have a direct impact on organizational performance. It has also been found that these factors have a substantial impact on employee's satisfaction and motivation.

Gaudreau Meyerson, Blanchard Dewettinck (2012): Effect of Empowerment on Employees Performance. This study emphasizes on the effect of empowerment on employees' performance. The authors have analyzed that employees readily accept their delegated tasks and have better competencies when they are empowered.

Aziri B. (2011): task delight represents one of the maximum complex areas dealing with today's managers in relation to handling their personnel. Many research have verified a surprisingly big impact on the activity delight at the motivation of people, whilst the extent of motivation has an impact on productivity, and consequently additionally on overall performance of commercial enterprise agencies. Sadly, in our location, activity pride has no longer still obtained the right interest from neither scholars nor managers of numerous commercial enterprise businesses.

Aneela Abraiz et al. (2012): Empowerment outcomes and personnel job delight. The studies scholars have investigated the connection between empowerment and job satisfaction in carrier area. They have got emphasized on four dimensions of empowerment namely, Autonomy, responsibility, data and Creativity. The thing highlights that the managers or control of any organization must be focused on these 4 dimensions of empowerment all of the time in their respective enterprise.

Muhammed Arif KHATTAK et al.(2013): Relationship between Employees Involvement empowerment and Organization Performance in Milieu of Pakistan The research article measures the relationship among the employee involvement and Organizational performance in Pakistani organizations. A detailed study has been conducted on three main components of employee involvement namely, empowerment, team orientation and capacity development. It is proved that organizations who delegate authority to its employees perform better.

Ms. Sonali Sharma, Mr. Vaibhav Sharma (2014): Employee Engagement to Enhance Productivity in Current Scenario A research has been done on employee engagement and empowerment to enhance productivity in current scenario. As study highlighted that higher the employee engagement and empowerment, leads to higher the performance

and employment opportunities. The study focuses on how employee empowerment is an antecedent of job involvement.

Muhammad Khalid Khan et al. (2014): it's far believed that employee empowerment influences organizational dedication. The principle purpose of this observe is to find out the relationship between employee empowerment and organizational commitment. Also to find out the relationship among employee empowerment and the three dimensions of organizational dedication; affective dedication, normative commitment and continuance dedication. That is a correlational have a look at. Four hypothesized relationships are tested among personnel of telecommunication region in Lahore. Information is collected thru questionnaires. All the three hundred questionnaires were self-administered. To analyze the facts descriptive data have been used which encompass frequencies, chances, way and widespread deviations; and inferential information were used which consist of the Pearson Product moment Correlation Coefficient. Outcomes of this have a look at confirmed superb dating between employee empowerment and organizational dedication. Results also show tremendous dating among worker empowerment and dimensions of organizational affective normative and as well as continuance commitment. This result is regular with previous studies. So it's far showed that employee empowerment is undoubtedly associated with organizational commitment.

Mr. Antony Georgeet al.(2015). A Comparative Study on Factors Affecting Employee Empowerment In higher Educational Institutions in Tamil Nadu and Kerala. The article signifies the relevance of employee involvement and empowerment in higher educational institutions. The above study also emphasizes on the theme how the Educational Institutions can establish brand values from inside the organization starting from its own employees. It also justifies that there should be employee empowerment in the higher educational institutions in order to increase the performance of the institutions and to build a brand recognitions to the institutions.

J.Deepa (2015): Difference in Psychological Empowerment Perception among Female Employees Working in IT Industry .This study was essentially made to understand the difference between psychological empowerment perceptions among female employees working for IT industry in Coimbatore. The researcher has measured employee empowerment using a 12 item scale developed by Spritzer. During the study it has been

found that while there is a statistical difference between psychological empowerment perceptions among female employees, there is no significant difference according to age, experience, marital status and size of the family.

Surekha Rana et al, (2016): The study determines the connection among employee empowerment and activity delight in IT enterprise. This researcher examines the influence of demographic elements in empowerment and process delight. From the top five IT industries in India, 475 employees sample size was collected. The questionnaire was consisting of 45 statements which are used for collecting the statistical data. The questionnaires were disbursed amongst IT expert enterprise in Delhi region. SPSS is used for the analysis and evaluation. Correlation results indicate that employee empowerment and the empowerment amplitude had a positive and significant relationship with job satisfaction.

Stefan L. Dorr et al, (2017): The objective of value congruence has been attracted considerable attention from the scholars, researcher and as well as practitioners, evidence for the link between person-supervisor value congruence and follower's reaction's is less robust then often assumed. The research address three main centralized issues in our understanding of person –supervisor value congruence(a)by assessing the impact of objective person –supervisor value congruence rather than subjective value congruence (b) By using analyzing the distinctive consequences of value congruence in strongly as opposed to fairly held values and (c)by exploring the perceived empowerment as a central mediating mechanism. Result of the multi- Source take a look at comparing 116 character –manager dyads display that goal fee congruence pertains to the follower job satisfaction, Motivation and effective commitment and this link can be explained by the follower's perceived empowerment.

Hugo A. Garcia et al, (2018): The growing cost of better education has driven researchers and practitioner want to discover the area of waste and search for practices related to increasing performance. One location commonly targeted is human resources, in which the dominant narrative specializes in the function of downsizing as a way to decrease cost. In evaluation to work force discount, institutions could lessen inefficiencies with the aid of locating the effective manner to avoid untimely departure and make stronger the modern-day work force in better education. In this observe the he

analyze the employee's notion in their work condition and the experience of empowerment, with regards to activity delight and performance, which has been observed to boom productiveness and decrease turnover.

Sanjay Kumar Singh et al, (2019) The purpose of this paper is twofold: first, to examine relevant organizational "human" aspects that support circular economy (CE); and second, to investigate the influence of perception of organizational justice (OJ), psychological empowerment on job satisfaction (JS) through mediating role of organizational citizenship behaviour (OCB).

The study used survey questionnaire. The data were statistically analysed using structural equation modelling (SEM) to test hypotheses of the study.Employees should be provided with honest and empowering surroundings to derive high-quality effects in terms of organizational citizenship conduct and JS. The examine additionally indicates spotting the importance of OCB in an organisation to beautify JS and assist CE

Research Gap:

Many researchers are working upon to find the solutions for problems. Various studies have been conducted in the past few years on Employee Empowerment. Some of them have focused upon Empowerment is a purpose of interaction between the requirements in the individual and the incentives in the setting as he perceives them. Hence, in empowering employees, power information reward knowledge leadership self-esteem plays an important role and therefore, the FMCG and Pharmaceutical industries pays a special notice to these areas. Thus, a great emphasis is laid on the present study.

3. OBJECTIVE:

The aim of this study is to discover the relationship between core dimensions of employee empowerment and organizational commitment in the FMCG and Pharmaceutical industries where there was always a research scarcity in studying. There are various reasons for selecting this particular sector for study. Firstly, The FMCG sector and Pharmaceuticals sectors is the most prominent sectors in industry making it highly competitive. It is also facing a rapidly changing environment. These facts render this industry as an abundant ground for researchers to be studied. Moreover, FMCG and

Pharmaceutical industries aim to retain the employees and ensure their commitment to the organization due to the high costs of turnover, recruiting, and training new employees. The objectives of this research study are listed in the below points:

1. To study the significant difference between demographic variables with regard to employee empowerment.
2. To study the association between employee demographic features and employee Motivation & job satisfaction.
3. To study the most significant factor toward the organizational performance of employee empowerment on motivation & job satisfaction
4. To study the factor influence employee empowerment towards employee motivation & job satisfaction
5. To study the relationship between factors towards the organizational performance employee empowerment Motivation & job satisfaction.
6. To study the relationship between employee empowerment and employee Motivation & job satisfaction.

4. HYPOTHESIS

Hypotheses of the study are as follows:

$H_0$1: There is no significant difference in empowerment and job satisfaction on account of demographic factors.

$H_0$2: There's no giant relationship of empowerment with job satisfaction.

$H_0$3: There is no significant relationship of empowerment dimensions with job satisfaction.

Hypothesis of the present study are

1. Employee empowerment has significant impact on the organizational performance.
2. Employee empowerment has significant impact on the organizational performance, while employee recognition is moderating effect on the relationship
3. Employee empowerment has significant impact on the organizational performance, while employee motivation is moderating effect on the relationship.

4. Employee empowerment has positive contribution on organizational performance while employee recognition with employee motivation moderating effect on the relationship.

5. RESEARCH METHODOLOGY

5.1 METHODOLOGY

Research methodology is a systematic process to solve the research problem. Descriptive research design includes survey and fact finding enquires of different kinds. The study has adopted both descriptive and analytical methodology. The adoption of descriptive methodology has been vital for interpreting the employee empowerment approaches practical in the organization and analytical methodology has been used to critically evaluate the impact of employee empowerment over employee's efficiency as a whole.

5.2 RESEARCH DESIGN

In this study descriptive research procedure will be used to study the Impact and evaluation of the employee empowerment on organizational Performance of employees in FMCG and Pharmaceutical industries. FMCG and Pharmaceutical industries will obtain the permission for the participation in this research work, and approached by the researcher for the purpose of collecting the data.

5.3DATA COLLECTION

Collection of the facts is of primary significance inside the research system. Records that's accumulated for the reason of research helps in proper evaluation that is useful to behavior studies efficaciously.

Both primary and secondary data are taken into consideration for the study of employee empowerment on organizational Performance of employees in FMCG and Pharmaceutical industries.

5.3.1 Primary Data:

This study is mostly based on primary data collectedby a researcher from first-handsources**,** using methods like surveys, questionnaire, interviews, or experiments. In this study data will be collected through questionnaire containing statements related to Employee Empowerment. This questionnaire will be distributed to all staff above to the executive label FMCG and pharmaceuticals industries in order to get this data filled.

5.3.2 Secondary Data:

Secondary statistics is research records that has formerly been gathered and can be accessed through researchers. It is economical, time saving and it saves efforts and expenses. Secondary data used in this study will be collected from: The secondary data has been collected from books, journals, reports, personal meeting, e-books, e-journals, other Management Books Seminars and web based resources.

5.4 SELECTION OF SAMPLE AND TOOLS

The tool used for study is Questionnaire. In any service setting survey, a rapport between the researcher and the respondents is crucial for its success. Bearing this in mind, the researcher has been to these FMCG and pharmaceuticals industries under study to meet the respondents explain to them the purpose of the study and seek their cooperation.

5.4.1 SAMPLING

The random sampling method has been selected for the study. A random sampling is one in which the every element has the same probability of being chosen.

5.4.2 SAMPLING UNIT

Sample will be collected from among the employee empowerment on organizational Performance of employees in FMCG and Pharmaceutical industries. Baddi, Brotiwala, and Nalagarh (BBNIA) Industrial area and Industrial Growth Centre (IGC) of Assam state were selected as these are having largest population density respectively so can represent the population very well.

5.4.3 SCOPE OF THE STUDY:

The study is confined to selected FMCG and Pharmaceuticals industries employee empowerment on organizational Performance of employees in FMCG and Pharmaceutical industries but the future scope of the study can be expanded to the other regions of India or other states also.

5.4.3 SAMPLE SIZE

The sample size was determined a 600 on the basis of random sampling. From each Industry under study at least 10 Executive/Sr. Executive label and 10 Assistant Manager and above label will be approached to get the questionnaires filled.

5.4.4TOOLS

Questionnaire will be distributed and collected personally by visiting differentFMCG and PharmaceuticalsIndustries. After data is collected it will be processed, tabulated using Microsoft excel. for data presentation bar chart, pie chart and tables will be used. Statistical tools like Chi-square, t-test, Pearson's correlation, mean, standard deviation; percentage will be used to analyze the study data using SPSS (Statistical Package for Social Sciences).

Brief description of the tools is given below:

- Mean Standard Deviation and Coefficient of Variation.
- Independent two-sample *t*-test.
- Pearson's Correlation Coefficient.
- Chi Square test

5.5 LIMITATIONS

The resources were a challenge to restrict the scope and size for this study. Since the schedule of the all staff in FMCG and Pharmaceuticalsindustries executives, Sr. executives, supervisors and managers is very busy researcher might face difficulty in getting the data filled from them.

6. TENTATIVE CHAPTER PLAN

CHAPTER 1-INTRODUCTION

- **1.1** Definition.
- **1.2** Importance & Benefits of employee empowerment.
- **1.3** Influencing factors of employee empowerment
- **1.4** Future scope of employee empowerment in motivation and job satisfaction

CHAPTER -2-LITERATURE REVIEW

CHAPTER-3-OBJECTIVES

CHAPTER-4 HYPOTHESIS

CHAPTER-5-RESEARCH METHODOLOGY

5.1 Methodology

5.2 Research Design

5.3 Data collection

5.4 Selection of sample and tools

5.5 Limitations

CHAPTER-6- DATA ANALYSIS

CHAPTER -7-FINDING, CONCLUSION& SUGGESION

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